

# NEW YORK

## New York Expands Paid Family Leave for Construction Workers

New York has enacted a [bill](#) amending the state's [paid family leave \(PFL\) law](#) to provide coverage for certain collectively bargained workers in construction and related trades. The amendments do not take effect until **January 2027**.

### New York PFL

New York PFL provides employees of covered employers with up to 12 weeks of partly compensated, job-protected leave, funded by payroll deductions from employees. Private-sector employers are covered if they have one or more employees employed in New York on each of at least 30 days in any calendar year.

Full-time (20 hours or more per week) employees are eligible if they have worked for a covered employer for 26 or more consecutive weeks. Part-time (fewer than 20 hours per week) workers are eligible after working for a covered employer for 175 days, which do not have to be consecutive.

### Assembly Bill A4727

Assembly Bill A4727, which amends the PFL law, establishes a new eligibility standard for construction employees who work for multiple employers pursuant to a collective bargaining agreement.

These employees will become eligible for PFL if they have been in employment for at least 26 of the last 39 weeks with a covered employer that is signatory to a collective bargaining agreement. This means that construction employees may be eligible even if their weeks of work were with different employers and not fully consecutive.

### “Construction Employees”

Construction employees are employees who perform construction, demolition, reconstruction, excavation, rehabilitation, repairs, renovations, alterations or improvements for multiple employers pursuant to a collective bargaining agreement.

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### Highlights

- New York has amended its PFL law to expand coverage for certain construction workers.
- Workers may meet PFL work-tenure requirements via jobs for different employers under a collective bargaining agreement.
- The amendments do not take effect for a year.

***Work for multiple employers will satisfy the weeks-worked requirement.***